

made in



BPW International Congress | Open for Registration



Women's Economic Equality



CSW New York 2017



NEW Membership Incentives

**WELCOME OUR
NEWEST CLUB
BPW HEYSEN, SA**

**BPW AUSTRALIA
TURNS 70**

WWW.BPW.COM.AU



BPW AUSTRALIA
Business & Professional Women

promoting women's
equality since 1947

ISSUE | MARCH 2017

madesin

BPW Australia

Australian Federation of Business and
Professional Women

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and Carole Shaw

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Our BPW Australia Magazine is named
after the BPW Founding President
Dr Lena Madesin Phillips

She was quoted as saying:

*"Each woman, as a citizen, must bring to
the national policy of her own country,
the contribution of forward-looking
and constructive thought followed
by determined action.
Each woman must dedicate herself
to protect and promote the interests
of all other women in business
and in the professions."*



contents

BUSINESS & PROFESSIONAL WOMEN AUSTRALIA

SPECIAL | PAGE 1 - 4

SEVEN DECADES OF LEADERSHIP
1947 - 2017 BPW Australia turns 70
Read about our leading ladies in our feature article on the History of our Past Presidents!



The History of the
Past Presidents of
BPW Australia



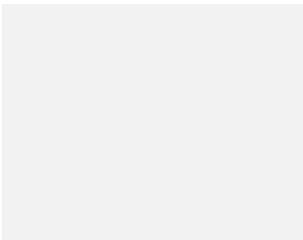
MEMBERSHIP MATTERS

- 7 BPW Heysen | Our newest club
- 8 BPW North lakes | 1st Anniversary
- 21 New Membership Initiatives
- 22 BPW Updates



ADVOCACY

- 9/10 United Nations | CSW March 2017
- 11/12 Workplace Gender Equality
- 15 Paid Parental Leave
- 16 Jera International
- 19 Women's Empowerment
- 20 Economic Equality Alliances



BUSINESS

27

- 13 We Connect
- 14 Join the Business Directory
- 17 BPW Online
- 18 About Our Organisation



INTERNATIONAL

- 5 International Congress 2017
- 6 Our Candle lighting Ceremonies



seven decades

**A U S T R A L I A N F E D E R A T I O N
O F B U S I N E S S &
P R O F E S S I O N A L W O M E N**

of leadership

It is our 70th Anniversary. BPW clubs across Australia united in February 1947 to form a Federation and then to join BPW International as an Affiliate. In celebration of this milestone year the profiles of the twenty-seven women who led BPW Australia have been compiled.

Taking the time to read through the progress made under each Past President will enlighten you about their achievements and the issues they faced to keep true to the aims and objectives of BPW. Without doubt, their work is inspiring.

Most of these extraordinary women worked full-time during their terms as President, supported by Committee and Board members who were also working full-time. They communicated by phone and mail, meeting together only rarely yet BPW successfully contributed to the creation of the flexible lifestyle and opportunities in education and work that women in Australia enjoy and sometimes take for granted today.

Some of these Past Presidents also travelled overseas to take their place standing shoulder to shoulder with women globally to share with others the progress made towards gender equality in our country and to learn from them knowledge of the changing trends to bring back to Australia.

Discover the rich history of BPW Australia and be inspired by these leading women.

www.bpw.com.au



*The History of the
Past Presidents of
BPW Australia*





seven decades

**AUSTRALIAN FEDERATION OF BUSINESS &
PROFESSIONAL WOMEN**

of leadership



BPW AUSTRALIA
Business & Professional Women



70 years of taking action
for gender equality
1947-2017

The History of the Past Presidents of BPW Australia



Hilda Chandler OBE
1947-50



Una Prentice
1950-51



Jean Randall
1951-53



Lady Mary Thomas OBE
1953-55



Jean Annot MBE
1955-57



Annie Wood
1957-60



Patience Thomas OBE
1960-64



Beryl Nasher OBE
1964-66



Peg Megollan
1966-70



Peg Dwyer
1970-72



Norma Young
1972-74



Ruth Ross OAM
1974-76



Norma Ford
1976-78



Margaret Goodes MBE
1978-80



Vera Eagle MBE
1980-82



Beverley Perel
1982-85



Marie Schlemmer OAM
1985-87



Margaret Timpani
1987-90



Mary Callaway
1990-92



Dianna Manning
1992-94



Maria Doolan
1994-96



Ella Keenan AM
1996-2000



Judith van Uunen
2000-04



Kay Morrison
2004-07



Marilyn Forsythe
2007-13



June Kane AM
2013-14



Janis Shaw
2014-16

THANK YOU

to the women behind the BPW Australia Past Presidents History Project:

to the Project Leader, Past President Marilyn Forsythe (2007-2013) Past President Kay Morrison (2004-2007) Executive Secretary (2016+) Margaret Tipper BPWA Public Officer Robyn Duncan BPW Central Coast Member Trish Clifford & Past Executive Secretary Jean Murray for their assistance and research.

The BPW Australia Past Presidents History will continue to expand as information becomes available about these National Presidents.

BPW Australia archives contain numerous boxes of material which are being reviewed.

seven decades
AUSTRALIAN FEDERATION OF BUSINESS & PROFESSIONAL WOMEN
of leadership



BPW Clubs around Australia celebrating our Happy 70th Anniversary.

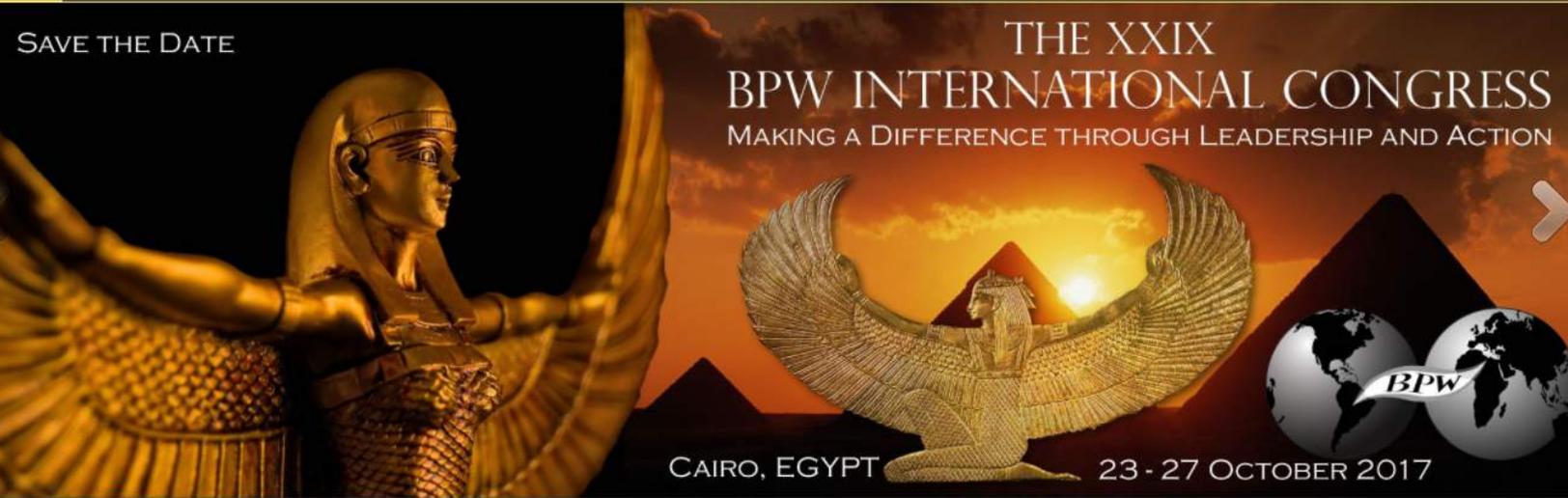
- Top Left : BPW South West, VIC
- Top Right: BPW Swan Hill, VIC
- Bottom Left: BPW Joondalup, WA
- Bottom Right: BPW Melbourne NW, VIC



seven decades
AUSTRALIAN FEDERATION OF BUSINESS & PROFESSIONAL WOMEN
of leadership

international

BPW INTERNATIONAL CONGRESS 2017



SAVE THE DATE

THE XXIX
BPW INTERNATIONAL CONGRESS
MAKING A DIFFERENCE THROUGH LEADERSHIP AND ACTION

CAIRO, EGYPT 23 - 27 OCTOBER 2017

INVITATION TO THE XXIX BPW INTERNATIONAL CONGRESS

It is with great pleasure that we send the Call to the XXIX BPW International Congress to be held in Cairo, Egypt from the 23rd to the 27th of October 2017 hosted by BPW Egypt.

This will be the second time in BPW International's 87 years history that an International Congress is held in Africa region. The first occasion was in 1991 in Nairobi, Kenya, so the BPW Members in Africa are waiting with open arms and hearts to welcome you all to their region.

There are thousands of reasons I could use to encourage you to come to Egypt, but what I will say to begin is that the Congress will be held at a former palace with amazing view of the Pyramids in the same place where the peace treaty for World War II was signed.

This Congress comes at the perfect time since 2017 has been named the Year of Women by the President of Egypt El Sisi. I'm also delighted to tell you that the Congress is being supported by the National Council for Women with women leaders world-wide coming to share with you their experiences in our plenary sessions and workshops at Congress. But for me, the most compelling reason to come to Congress is to open new doors in your life. It seems like yesterday when I attended BPW International Congress in Auckland in 1985 as a young BPW member. I met women leaders who later became my role models. The experience completely changed my life as a person, as a professional and as a BPW member. By getting involved and taking on responsibilities, I acquired leadership skills while making new friends and extended my family globally.

*Dr. Yasmin Darwich Darwich,
President BPW International
2014 - 2017*



Conference Registration Open

During the General Assembly we will debate on rules, regulations and resolutions and we will have opportunities to enjoy workshops with distinguished speakers, reuniting with old friends, making new friends and getting inspired to gain new directions in life.

I invite you to visit the Cairo Congress website at www.CairoCongress.bpw-international.org and www.facebook.com/BPW.International.Cairo.Congress.2017 to gain a glimpse of this Congress and what is waiting for us in Egypt.

The Cairo Congress web, along with its online registration, will be launched on 8 March 2017. The BPW International Congress in Cairo, with its theme, Making a Difference through Leadership and Action, can bring a new inspiration for your life as the BPW International Congress in Auckland brought to me.

Our aim is that this Congress will have a record breaking number of participating countries. So, do come forward to make history. It will be my pleasure to greet you in Cairo, Egypt!

BPW International Website - www.bpw-international.org



international BPW CANDLE LIGHTING CEREMONY

What an honour it is, to be BPW Australia National President and therefore able to write the 2017 BPW International Candle-lighting Ceremony Message.

W.O.W 2017 - Celebrating the BPW World of Women over seventy years since 1947

We launch this BPW milestone anniversary celebration year with birthday cakes at club events across Australia and look forward to the future with the launch of another new club BPW Heysen, South Australia on 8 February 17; the very day the Australian BPW Federation was formed in 1947. It was a very different world for women then and whenever I feel overwhelmed by my BPW work, I am inspired by the difficulties and barriers our previous members overcame and in awe of their success in empowering women across Australia.

Work, Wellbeing, Wealth, Financial security, equal working rights and positive lifestyle choices are the empowerment elements that all women need and these three key areas remain the focus of BPW Australia. Looking back we can see the changes that have already been made with BPW actively working with others to make Australian legislation inclusive of women's rights. Later this month, our BPW Australia members will travel to New York and continue to actively influence improvements to women's lives globally through the United Nations.

Can you feel the pulse of change in the world today? We are witnessing a surge of greater awareness of gender inequality as for the first time in history, last month millions marched worldwide in a one day peaceful protest that declared with one voice that women's rights have come too far to slip backwards. Whatever your politics, you must be awed and excited by the sight of millions of women, men and children walking shoulder to shoulder under signs that were wonderful, creative, brilliant and on point aimed at leveraging community to affirm gender equality as a priority issue. Signs that read 'I march with my mum who fought for me' Grandmothers carried placards that said 'Do I really need to burn my bra again' An old man walked with the words 'I am what a feminist looks like' written in pink on his shirt. And... another sign simply stated: 'I am no longer accepting the things I cannot change. I am changing the things I cannot accept'



The message was clear that landmark achievements have been made towards gender equality that cannot be compromised. BPW has always been about providing women with a supportive network that informs and empowers – and that hasn't changed in 2017. With knowledge and confidence, women can and do make a phenomenal difference in the world. BPW members are champions of equality and have been for seventy years through local groups, national advocacy and constancy. That millions turned out in cities around the world for the Women's March of 21 January is a sign itself that people are now realising the world is a better place when women have equality and are prepared to voice it. The BPW International Candle Lighting Ceremony reminds us that the women of BPW worldwide are united in our goals and that in the light of myriad candles across the globe, our aspirations remain firm and constant as we share this symbolic ceremony.

On International Night this year, let's honour with a toast our own wonderful women of BPW over the past 70 years and warmly embrace our current members with heartfelt congratulations for our continued success.



Let's all make 2017 a milestone year for finding new ways to make more women aware of BPW and join with us as steadfast leaders in the quest for women's equality.

Jasmyn Mumme
President BPW Australia
2016-2018

Membership WELCOME OUR NEW CLUB Matters

BPW Heysen Charter Night 8 February 2017

On a very warm evening of forty-two degrees in Adelaide, BPW Australia chartered our newest club, BPW Heysen. It was the 8 February, 70 years to the day since the BPW Federation was formed.

Under the direction of interim President Elena Rorie, the group has held meetings during 2016 with topical guest speakers. The BPW Heysen members are women from various backgrounds, who are enthusiastic about their roles in the new club and future activities.

National President of BPW Australia, Jasmyn Mumme attended and offered congratulations on behalf of all members. She presented the big picture of BPW locally and overseas, to the new members and guests and a lively Q&A session followed.



Membership CONGRATULATIONS BPW NORTH LAKES Matters

BPW North Lakes celebrated their 1st Anniversary of chartering in February 2016. The club is leading Australia with the highest number of Young BPW members. The group has been active over the past few months with two projects.

'Share the Dignity' | Partnering with Zonta

Partnering with the Zonta Clubs of Caboolture and Pine Rivers the members of BPW North Lakes went out into the community and collected hand bags and personal items for the Share the Dignity charity campaign for homeless women and women in domestic violence shelters who have to face unthinkable indignities during their monthly period. The goal was for 400 bags and they blitzed it – collecting and filling almost 450 hand bags with help from BPW members. A fantastic effort by all.

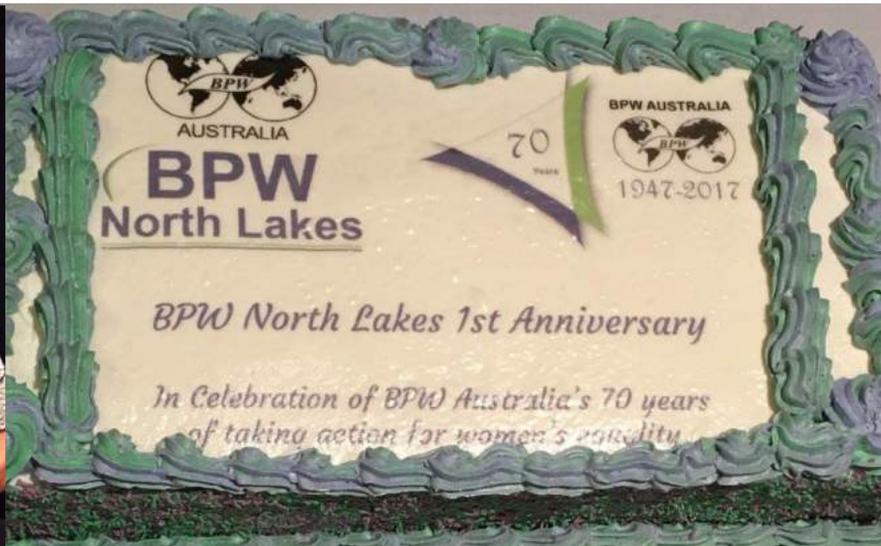
At the anniversary dinner, BPW Queensland Representative, Astric Kuenne awarded three BPW North Lakes members with their *Keys to Achievement* Certificates

BPW North Lakes Queensland 1st Anniversary

BPW Australia National Conference 2018

BPW North Lakes is the host club for the BPW Australia Conference in Queensland next year.

They aim to support all of their members to attend the Conference to enjoy the benefits and have already raised money for their Travel Fund by working two Gift Wrapping days at the Morayfield Shopping Centre and collecting the gold coin donations.



Left: Keys to Achievement Certificates presented to the following BPW North Lakes members
Gold: Rebecca Parry
Silver: Laurene Coates
Bronze: Sara Allard

advocacy united nations

COMMISSION ON THE STATUS OF WOMEN [CSW] NEW YORK | 2017



Over the past 23 years, Carol Hanlon via the Belmont BEC & TCF Australia has assisted over 16,000 women entrepreneurs in Australia to develop their own small business or improve their existing small business through a wide range of 'online' business development projects, with many more thousands assisted through Carol's global networks.

For fourteen years, BPW WA has been a partner for some of the women in business projects. CEO of Belmont BEC and TCF Australia Carol Hanlon said, "I am thrilled to be invited to present at this prestigious global event in New York. It's our chance to demonstrate how we in assist women in business, and how others can do the same in their countries. "Some of the projects that we will be highlighting at the Forum will be our BPW Business Incubator 'Women in Business' Online Training & Mentoring Projects, BPW Business Incubator ONLINE Retirement Income Planning for Women Project, BPW Business Woman of the Year, MY Green Incubator - TCF Australia Online Energy Efficiency, and the TCF Global Fashion Incubator Network."

The sixty-first session of the Commission on the Status of Women will take place at the United Nations Headquarters in New York from 13 to 24 March 2017. Representatives of Member States, UN entities, and ECOSOC-accredited non-governmental organizations (NGOs) from all regions of the world are invited to attend the session.

This year's themes will be:
 Women's economic empowerment in the changing world of work
 Challenges and achievements in the implementation of the Millennium Development Goals for women and girls (agreed conclusions of the fifty-eighth session)
 The empowerment of indigenous women

Belmont Business Enterprise Centre Inc. (Belmont BEC | BEC Global), Textile Clothing Footwear Resource Centre of WA Inc. (TCF Australia | TCF Global), BPW Business Incubator Projects in conjunction with BPW Western Australia (BPW WA) will present at the NGO Forums during UN CSW61, New York, March 2017 in the Non Government Organisation Forums.

Carol Hanlon, member of BPW Belmont in WA will present a Forum entitled 'Economic Empowerment of Women Entrepreneurs through 'Online' Business Incubation'.

The Forum will showcase 'Online' Business Incubation projects delivering Business Training, Mentoring to women entrepreneurs; Retirement Income Planning for Women; Global Fashion Opportunities; Award Programs, Energy Efficiency and Social Enterprise Projects.' .



Contributor: Carol Hanlon
 Member BPW Belmont



advocacy united nations

COMMISSION ON THE STATUS OF WOMEN [CSW] NEW YORK | 2017

Since 1948 BPW International has held Consultative Status with the United Nations. Each year dozens of BPW members from around the world gather in New York to participate in Commission on the Status of Women. If you can take the time to speak with some of the BPW Australia members who have attended this major event for women's rights, you will hear stories of amazing connections made and how they shared the experience of participating or witnessing historic milestones with thousands of other women.

For the CSW each year BPW International selects twenty BPW delegates are chosen to represent BPWI and gain access to forums and sessions.

This year, BPW Australia Director of Policy Elena Rorie has been selected as one of the twenty BPW International delegates.

She has been busy preparing for her first CSW with reports to BPW International and the Australian Government.

BPW International Equal Pay Taskforce Equal Pay Side Event at CSW

During the CSW, the Chair of the BPW International taskforce on equal pay, Dr. Bettina Schleicher, has organized a side event on the gender pay gap and she will present an overview of the worldwide equal pay activities of our organization.

Elena has provided the BPWI Taskforce Chair with details of the progress of this important issue for women here including information on BPW Australia club events in most capital cities, Media Releases on Gender pay Gap Awareness through the Equal Pay Alliance (www.equalpayday.com.au), the launch of the BPW "Addressing the Australian Gender Pay Gap ebook that contains strategies, case studies and actions that can be taken and also encourages all CEOs and Company Directors to public discussions with politicians, merchandise sales to promote equal pay day, the annual national club equal pay competition, and other aspects our campaigning. She advised that pay inequality in Australia has stagnated although the 2016 16.2% is some improvement from 2015 18.2% and 2014 17.9%, there was still a long way to go. Elena noted that BPWA cooperates with Economic Security for Women and the Workplace Gender Equality Agency plus other organisations working for equal pay.

e-book Addressing the Australian Gender Pay Gap

BPW Australia is excited to announce the launch of an e-book on its Equal Pay Day Website www.equalpayday.com.au.

Download the e-book



Elena Rorie
Member BPW Heysen



Australian Government CSW61 call for Priority Settings

BPW Australia submitted the following from non-government organisations and Elena in consultation with the BPWA Board submitted the list of Priority Settings Submission CSW61 BPW Australia (BPWA) Affiliated with the International Federation of Business and Professional Women (IFBPW) BPWA strongly supports the full implementation of the Sustainable Development Goals as defined under the Post 2015 process, Transforming our World – the 2030 Agenda for Sustainable Development.

While supporting all the 17 Sustainable Development Goals, BPWA is settings as priorities a focus on:

- Goal 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- Goal 5 – Achieve gender equality and empowerment of all women and girls;
- Goal 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment for all.

These goals are perfectly aligned with BPWA values, principles and objectives and will have a direct positive impact on society once achieved. BPWA encourages and actively works and advocates towards achieving:

- Women Economic Empowerment by increasing women workforce participation;
- Closing the Australian Gender Pay Gap;
- Improvement of the Pay Parental Leave scheme supported by both Government and Employers (complementing each scheme's benefits instead of excluding them);
- Promotion of women in leadership positions and on boards in all areas of Australian society;
- Business support and affordable grants for start-ups run by women, especially in remote or disadvantaged areas.

BPWA also supported the targets set for these Goals for 2030 and endorses the submissions of IFBPW for CSW61. Elena is a social media enthusiast so members can follow her participation at CSW through BPW Australia on Facebook and Twitter.



Leadership balance drives gender pay gaps down: new report

A new analysis of Workplace Gender Equality Agency (WGEA) data shows that sizeable gender pay gaps persist across the workforce, but that improving gender balance in leadership teams measurably improves pay equity in organisations.

Gender Equity Insights 2017: Inside Australia's Gender Pay Gap, the second in the BCEC|WGEA Gender Equity Insights series, also reveals that male graduates are more likely to access high paying roles than female graduates.

The Workplace Gender Equality Act 2012 (Act) replaced the Equal Opportunity for Women in the Workplace Act 1999. The strengthened legislation aims to improve and promote equality for both women and men in the workplace.

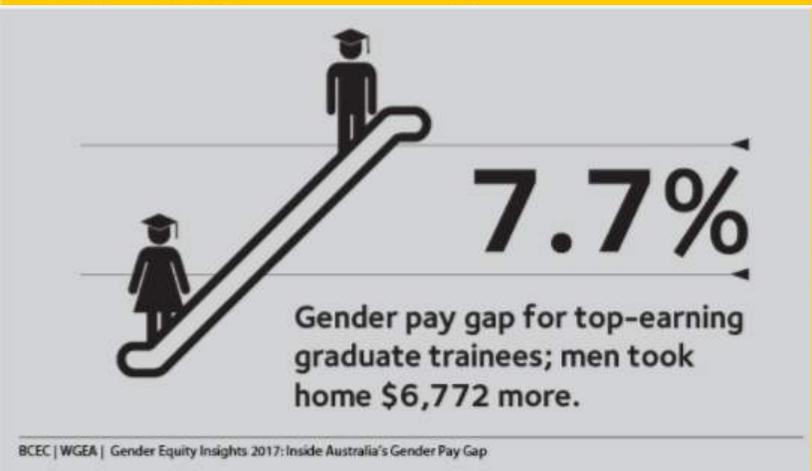
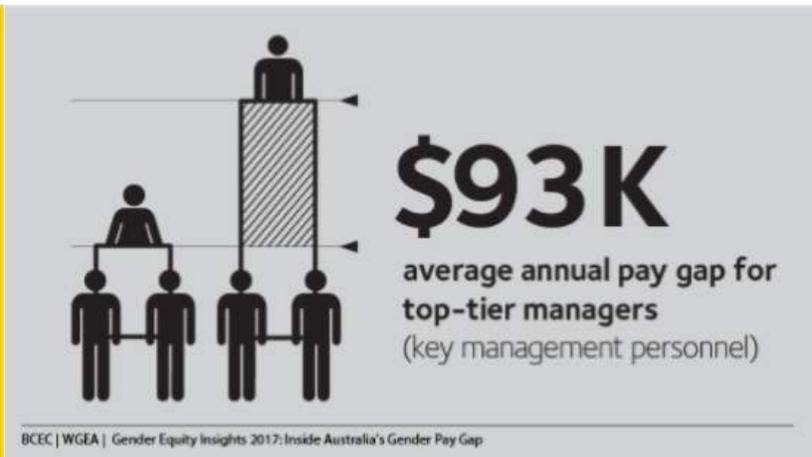
The Act requires non-public sector employers with 100 or more staff to submit a report to the Workplace Gender Equality Agency between 1 April and 31 May each year for the preceding 12 month period.

Below: BPW Members attending the launch of the second in the series of gender Insights from Bankwest Curtin Economic Centre, Curtin University 2 Feb 2017 - From Left: Sandra Cook, Carol Hanon, BPW Australia President - Jasmyn Mumme, Shirley Lancaster, Maria Wesley and WABPW WA State President - Kate Waters



Advocacy
WORKPLACE GENDER EQUALITY

The Workplace Gender Equality Agency is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. The Agency is charged with promoting and improving gender equality in Australian workplaces.



BPW in Business

Although it is one half of our name, there is minimal focus or support for business owners in BPW events or recent projects. At the BPW Australia National Conference in Geelong in October last year, Anne Tesch, Executive Director of WEConnect International in Australasia presented to BPW members and other attendees, an opportunity for women owned businesses. Following on from the conference, it is proposed that key members who can offer their expertise be identified to develop some important resources that BPW clubs can use for members to maximise this opportunity.

a) Educational materials to learn about procurement opportunities available to SME WOBs and advanced strategies in terms of applying for advanced tenders etc... Anne is amenable to helping us develop resources that she has available and which can be used to create modules for webinars.

b) Policies: Development of procurement policies - that can be used to educate and lobby councils and govt representatives at all levels of politics - local, state, federal government and advocacy materials geared at the business case for why this makes sense at the corporate level and for the private sector.

BPW Australia has enthusiastic members in Freda Miriklis as Co-Chair of Commonwealth Business Women and Anne Tesche of WEConnect ready to steer procurement discussions. We also have members in BPW Melbourne who have been working on this initiative and can provide the necessary momentum in the interim until we can identify a national group coming together. BPW Australia has the opportunity to be the "go to" organisation for Women Owned Businesses (WOBs) that want to advocate for procurement policy changes and who want to learn more about how their businesses can enter supply chains and be certified with organisations like WEConnect International. BPW members can be informed to fully understand the business imperative of engaging WOBs to secure more supply chain contracts with the private sector and government. Our thought leaders will need to develop a strategy that is: easy to understand and that explains the benefits of WOBs procurement. Different arguments will need to be developed for different audiences:



Contributors: Freda Miriklis and Anne Tesch

Initial thoughts are that a nation-wide campaign is developed and that BPW Australia works to bring together various stakeholders to further these procurement discussions nationally, in the same way that BPW Australia was able to form an alliance for our Equal Pay Day campaigns.

- local companies, corporations
- different levels of government
- owners of women businesses

Anne has archives of materials and resources that can be made available to us as the strategy is pulled together. As a specialist offering to develop a partnership, we have access to someone we can learn to support our advocacy and lobbying. This could become a major focus for BPW in creating the future we want and how WOB's are considered and included. Freda is also offering her contacts and experience working with WOBs and will support this initiative in any capacity, as is needed. BPWA Director of Policy Elena Rorie has encouraged these discussions and the formation of a dedicated Procurement Committee to develop these ideas. This is a call to action for those members who would like to be part of a group of thought leaders coming together to give support to BPW Australia.

Business

BPW ONLINE DIRECTORY

By listing your business in our online Directory, you can become visible to guests booking for BPW events and to other visitors to our BPW website.

The online exposure to your business and the products and services you offer makes your networking easier.

When members and guests meet you at a BPW event they can quickly connect with you afterwards using the Directory to find your contact details.

Collaborate with the complementary businesses owned by other BPW members to maximise connections.

There will be opportunities to showcase your business in featured listings. You can offer discounts or special bonuses to members and modify or update your listing at any time

BPW Members Business Directory



BPW New Zealand 53rd National Conference 21st to 23rd April 2017

On behalf of BPW NZ it is my pleasure to invite members of BPW Australia to our annual conference which will be held in Central Hawkes Bay from the 21st to the 23rd April 2017.

After the last three conferences in Auckland, Christchurch and Wellington it is time for a different vibe and a real country flavor. (Plus some great Hawkes Bay wines!). The theme for this conference is **“Great Things Grow Here”** and the BPW Central Hawkes Bay club have a wonderful programme organized for all who attend. Please share this with all Australian members as we would be delighted to have you attend this important event and enjoy the country hospitality. I know too that many BPW NZ members will look forward to meeting BPW Australia members and renewing friendships.

Vicki Mee
BPW NZ National President

WEConnect INTERNATIONAL

HOW TO DO BUSINESS WITH LARGE CORPORATIONS

INVITATION
To all Women Business Owners*

WEConnect International Australasia, in partnership with its corporate members Accenture, IBM and Johnson & Johnson, is pleased to invite you to an afternoon event focused on how to do business with large corporations. We will share insights into:

- What it takes to sell your goods/ services to corporate buyers;
- How best to connect with corporate decision-makers; and
- How to meet and exceed the supplier expectations of major businesses.

This is a great opportunity to learn from key decision-makers and network with other WEConnect International corporate members and like-minded business women.

We look forward to your company!

TIME:
3.30pm registration
for 4.00pm sharp start
Until 6.00pm, light refreshments included

DATE:
Thursday 6 April 2017

VENUE:
Sydney Harbour Marriott,
30 Pitt Street, Sydney

COST:
WEConnect International
Certified women-owned
businesses: **\$12 USD**
Self-registered
women-owned
businesses: **\$24 USD**

Advocacy

PAID PARENTAL LEAVE

Submission to the Senate Inquiry

BPW Australia has advocated for paid parental leave since 1999, as a workplace entitlement not a social welfare benefit, to supplement the PPL accessible to women working in large corporations, for governments and in academia and extend it to all working women including self-employed businesswomen. Australia's current PPL scheme aligns with BPWA's policy, but needs to extend to 26 weeks to comply with the international standard.

In December 2016, BPWA made a submission to the Senate Inquiry on the Fairer Paid Parental Leave Bill, advocating for a comprehensive workforce engagement strategy that enables all parents to contribute to growing the economy while growing families. To ensure ongoing workforce engagement and security for women, PPL must be complemented by comprehensive, affordable, accessible childcare and early learning as part of a suite of economic and social policies that work together to support women's workplace participation.

The current scheme entitles employees earning less than \$150,000pa to 18 weeks of PPL funded by the Government at the minimum wage. Adding an extra 2 weeks will not benefit women who have access to employer-based PPL and will discourage employers from offering PPL. The potential loss outweighs the potential benefit. To suggest that women who access the government scheme and an employer-based scheme are 'double dipping' misrepresents the nature and design of the scheme; enterprise agreements that include additional PPL benefits top-up the Government's minimum entitlements and are a step towards true wage replacement.

*Contributor: Dr Jean Murray
BPW Adelaide*



"Paid parental leave is not a women's issue: it is a societal responsibility"

Paid parental leave is not a women's issue; it is a societal responsibility to ensure children, including vulnerable newborns, receive the care they need while protecting parents' jobs and ensuring their ongoing connection with the workforce and valuing their contribution to building Australia's economy. Extending the pool of funding to support ongoing workplace engagement is an investment in Australia's economy, not a drain on that economy.

We desperately need to catch up with rest of world. Australia was very late to introduce PPL in 2011 and has one of the world's least generous schemes. Most countries have had PPL for decades, and even developing nations offer the full 26 weeks. Australia's current PPL scheme is rated the third lowest in the OECD. To diminish it further is an indication of the value the government places on families and children.

Advocacy

JERA INTERNATIONAL



“Collaborative engagement at the forum highlighted the need for strengthening of policy positioning, accountability of existing policies, and strategic measures, approaches, and responsibility across the diversity of care and economic issues,” said Ms van Unen.

Who Cares! A national discussion on care and the economy Who Cares! national forum was presented by Justice Equality Rights Access (JERA) International in Melbourne over two days, 20th & 21st February 2017, bringing together representatives from academia, government, non-government, not for profit, private providers and community sectors, as well as a visiting delegation of 15 women from Sri Lanka. The delegation was hosted by JERA International to focus on methodologies for enumeration, promotion and strengthening of the social – political landscape for gender equality and women's rights in Sri Lanka.

According to Judith van Unen, Director JERA International “It was most rewarding to see such clear outcomes identified at the conclusion of the forum, resulting from the involvement of so many well qualified and visionary speakers, powerful presentations and robust audience participation and exchange. This was exactly the outcome we wished for. We are grateful to our many inspiring speakers including Marg D’Arcy of EACH, Julie Kun of WIRE and Vicki Stylianou from the Institute of Public Accountants.”

As a society Australia has social and moral obligations to ensure fair and equitable treatment, ease of access, and affordable care for those across the diversity of the Care Economy. To those who receive, and provide care, in all its forms from the cradle to grave and inclusive of paid and unpaid work!

Partnering with economic Security4Women (eS4W), as a lead agent across the five National Women’s Alliances funded through the Federal Government, will ensure a continued and active engagement with the wider community in the Care sector. Through eS4W, JERA International is committed to assisting raise awareness and interest of the public, and the media to the priorities, problems and issues faced by so many in our society. JERA International is a facilitator of community consultation to magnify the lived experiences, and diversity of voices in achieving social justice and practical outcomes.

For further information contact: Judith van Unen or Carole Shaw Mob: 0412 483 519 / 0421 274 774 Email: ceo@jerainternational.org

ref: <http://jerainternational.org/who-cares-forum>

Members from BPW Melbourne attended the Who Cares Forum sponsored by Economic Security 4 Women. Both Judith van Unen and Carole Shaw are members of BPW Australia



Contributors: Judith van Unen & Carole Shaw
Members BPW Melbourne

Business

BPW ONLINE



BPWI ONLINE ACADEMY

Sabine Schmelzer
Chair of BPW Online Academy
BPW International

As Chair of the BPW Online Academy I thank BPW Australia members for joining the first courses in November and January. We want to spread the knowledge about our International Organisation. In the course modules you will learn the details about BPW Business & Professional Women, one of the oldest international non-governmental organisations for professional women.

You will experience the

- History and Goals
- Structure and Organisation
- BPW and the United Nations
- Young BPW
- Main initiatives like Equal Pay Day
- Activities at local level
- Opportunities at International Level
- Programs for our Members

The course is interactive with small tasks in the chapters and we encourage you to participate actively and share your knowledge and experience with the worldwide participants.

The Community

250 Students 349 Comments



ONLINE ACADEMY

Join the next course on the BPW Online Academy



BPWI INTERCONTINENTAL JOIN WITH BPW MEMBERS WORLDWIDE IN THE BPWI INTERCONTINENTAL SKYPE MEETINGS

Geraldine Crevat, Chair of the BPW International Member initiated project "International Mobility" invites all interested BPW Australia members to join this group that meets on SKYPE monthly. At the February 2017 meeting Anne Hilty spoke on the women's way of life, in the country where she lives, Hong Kong. Vicki Mee BPW NZ President was the featured speaker at the November meeting. BPW Intercontinental is a new way to network globally.

You can register by email to geraldinebpw@yahoo.fr Please forward your name, country, your skype pseudo, and a portrait photo (low resolution) for your introduction to the other participating members. Information will only be shared with other attendees in order to make the meeting easier to manage.

Business

ABOUT BPW



Develop Professional and Leadership Potential for Women at All Levels
BPW affiliates contribute to society by enabling women to sustain themselves economically. In addition, BPW offers personal development programs for members such as mentoring, leadership training and e-Business training. Since 1996, BPW affiliates worldwide have helped over 45,000 women to become economically empowered.



BPW projects assist women to:
Enter and re-enter the workforce
Start up and advance their business or profession
Protect their rights
Overcome their limitations
Create a nurturing environment in work, education, health for women development

BPW affiliates also collaborate with governments and other non-government organizations (NGOs). BPW International belongs to coalitions of NGOs such as Project Five-O and Conference of NGOs (CONGO).



Equal Participation of Women and Men in Power and Decision-Making Roles
While capacity-building and confidence-building enable more women to advance to executive positions, the goal of equal participation is still far from being a reality.



BPW International is giving high priority to create opportunities for women to rise to the level of top executives by collecting evidence on the return on investment when women become top executives. The aim is to use this testimony to persuade the relevant stakeholders such as companies, institutions, academia and governments that they would perform better if the percentage of females at top executive level increased and reached a par with men.

Advocacy

WOMEN'S EMPOWERMENT PRINCIPLES



Update on WEPS Gap Analysis Tool Pilot

Empowering women to participate fully in economic life across all sectors is essential to build stronger economies, achieve internationally agreed goals for development and sustainability, and improve the quality of life for women, men, families and communities.

The private sector is a key partner in efforts to advance gender equality and empower women. Current research demonstrating that gender diversity helps businesses perform better signals that self-interest and common interest can come together. Yet, ensuring the inclusion of women's talents, skills and energies—from executive offices to the factory floor and the supply chain—requires intentional actions and deliberate policies.

The Women's Empowerment Principles offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community. Developed through a partnership between UN Women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realize women's empowerment. - For more information go to their [Website](#).

The Australian pilot of the WEPs Gap Analysis Tool with 7 Australian companies has been successfully completed. At the debrief meeting BPW Australia was represented by BPW Vice President Jacqueline Graham. There was some interest from participants in BPW Australia's policy work including a willingness to engage with the BPW Australia and WEConnect International taskforce on procurement opportunities for Women Owned Businesses. The enthusiasm from participants being engaged in the Australian pilot of the WEPs GAT was encouraging and provided rich feedback which will help to guide the GAT development before the March 2017 launch during UN CSW61 in New York. There was some discussion about supporting an Annual WEPs event in Australia (similar to that held in NY) and incorporating a WEPs CEO Leadership Award.

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Background on the Project

The UN Global Compact, UN Women, and the Inter-American Development Bank Group, are collaborating to develop a self-assessment tool to support implementation of the Women's Empowerment Principles. The development of the self-assessment tool is being facilitated by BSR and supported by the Government of Japan, the Government of Germany, Itaipu, The Coca Cola Company, and KPMG. Purpose of the WEPs Gap Analysis Tool

The tool will support companies of all sectors and sizes translate the WEPs into action by helping companies identify gaps and opportunities in existing gender equality policies, strategies and programs. The tool is voluntary and meant to be a learning platform and therefore will not serve as a reporting mechanism or certification. When the tool is launched online, it will also serve as a platform for companies to navigate existing tools and resources to support their performance on women's empowerment as well as benchmark progress at the aggregate level against peers and industry standards. All data will be used at the aggregate level and will never be tied back to an individual company.

Piloting the WEPs Gap Analysis Tool

The objective of the pilot was to receive feedback from companies on the self-assessment tool's questions, format, and results in order to maximize the tool's utility to assess company performance against the WEPs as well as identify strengths, gaps, and opportunities for continuous improvement. Thirteen countries have participated in the pilot which provides companies a preview of the tool prior to its public release/launch in March 2017 during CSW61 in New York.

Freda Miriklis

Immediate Past President BPW International
WEPS UPDATE FOR CSW



Advocacy

ECONOMIC EQUALITY ALLIANCES

Gender segregation in the workplace and its impact on women's economic equality

BPW Australia has endorsed the National Foundation of Australian Women submission to the Senate Inquiry into Gender segregation in the workplace and its impact on women's economic equality.

Economic Security 4 Women, of which BPW Australia is a founding member, also lodged a submission. Both of these submissions can be accessed on the Senate Inquiry Website



On 9 November 2016, the following matter was referred to the Australian Government's Finance and Public Administration References Committee for inquiry and report by 30 March 2017:

Gender segregation in the workplace and its impact on women's economic equality, with particular reference to:

- the nature and extent of industrial and occupational gender segregation in Australian workplaces relative to comparable jurisdictions, including gender segregation in tertiary education courses;
- factors driving industrial and occupational gender segregation in the Australian context; economic consequences of gender segregation for women, including the contribution of industrial and occupational gender segregation to the gender pay gap;
- approaches to addressing gender segregation as it relates to economic inequality and the gender pay gap in comparable jurisdictions;
- and remedies appropriate for Australia, including but not limited to: measures to encourage women's participation in male - dominated occupations and industries,



economic
S4W Lifelong
Economic
Wellbeing
for Women

Recruitment Membership Changes

BPW Australia membership terms for new members recently changed to rolling membership. This means that the date of joining becomes the date of the renewal anniversary twelve months later.

These terms replace the previous financial year terms and remove the need for pro rata or part year calculations of membership fees. Existing members will continue with annual renewal dates of 1st July but all new members will commence their full twelve month membership at the date of joining.

This change will positively impact administration processes.

Any clubs that have potential members who were expecting the pro rata pricing can still contact Director of Membership, Perla Soberon Brittle to ensure any obligations are honoured.

SAVE THE DATE | BPW SWAN HILLS 60th Anniversary

This year the BPW Swan Hills club is celebrating 60 years of supporting women. The club has decided on a full weekend event combined with a State meeting for all Victorian clubs on the weekend of 24-26 November 2017. Anne Daniel BPW Victoria State Representative



*Contributor: Perla Soberon Brittle
Director of Membership
BPW Australia*

Assistance for Club Management

Clubs can forward their requests for help to the Virtual Assistants via three new email addresses.

- clubweb@bpw.com.au for all updates to their webpages, photos, past events etc
- clubevents@bpw.com.au Send invitations for events to be registered in calendar
- clubnews@bpw.com.au Send in articles and photos for creation of a club newsletter which can then be distributed to club members and contact lists



A Fresh Updated Website

Members accessing the BPW website will have noticed the changes as plans to refresh the look and feel of our online presence are well underway. Although some Clubs are utilising the web functionality, others have struggled to enjoy the benefits. To make it easier for clubs to get their activities visible online including invitations to club events, BPW Australia has appointed two Virtual Assistants to support Club Committees to upload events, make changes to their dedicated club pages and create and distribute Club Newsletters. Although clubs can still appoint a Club Web Admin, this initiative will speed up the transition of all BPWA activities to one centralised BPW online presence on the www.bpw.com.au webpage.

Membership
CONGRATULATIONS BPW NORTH LAKES
Matters

NEWS free subscription sign for BPW news | Visitors to the BPW website, guest speakers and event attendees can now sign up to a free subscription to receive news from BPW Australia. This includes updates on our advocacy work and club programs to attract new members. All clubs are requested to appoint a Media Manager to be responsible for sending in photos and articles about club activities

BPW Shop Online | BPW badges, bookmarks, business cards, EPD stickers and other items of merchandise will be available for purchase from the website online shop from April 2017. Clubs can also place orders to BPW Australia for membership supplies including brochures and banners.

Branding Consistency | Membership materials are being updated to provide Club Committees with more resources to manage clubs and to make BPW branding consistent across all media online and in printed form. The resources include a range of social media banners and event advertisements to make it easier to for clubs to maintain the branding consistency.

Member of the Month | BPW Australia will soon feature a member every month on the website Home Page www.bpw.com.au Full details will be provided to all members who have their profile listed in the BPW Member Directory.

BPW Business Directory | A new directory promoting the businesses of BPW Australia members is being developed. Members will be encouraged to list their business and where appropriate to offer 'member-only' incentives to members of BPW globally.

Young BPW Membership Campaign

Clubs can currently offer discounted membership to four young women in a campaign to increase the number of Young BPW members in all of our clubs. For a limited time, BPW Australia is offering a 50% fees discount for membership to women aged under 35. BPW North Lakes has successfully trialled this membership initiative and the offer is now being extended to all clubs until December 2017. It is a good opportunity to encourage young women to discover the benefits of belonging to BPW. Club Presidents can obtain the discount codes from Director of Membership Perla Soberon Brittle. The codes will change the joining fee as the member registers online. There is a limit of four per club.

Women in Sport



Contributor:
Jacqueline Graham
Vice President BPWA

RADIO INTERVIEW | Barry Nicholls, ABC WA, was looking for commentary on Equal pay in Sports, with a special focus on cricket, following Claire Braund's statement (from the Gender Balance in Global Sport Report) that 'sometimes the men at the top need to give up some of the power and reward, to help others come up'.

I was able to advance our position that equal pay should be normal in any occupation, and that includes professional sport. We had a fairly open five minute conversation about what that might look like, and I covered the proposition as to whether that meant the men should be paid less - or rather that the women might deserve more. Read the full article online... www.bpw.com.au/women-in-sport.

Kelly Pillay
National Young BPW 2016



Membership
CONGRATULATIONS BPW NORTH LAKES
Matters

join for you now
and her future

bpw

www.bpw.com.au